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ABSTRACT

Blacks' share of non-faculty jobs in Kentucky institutions of higher education is examined in this second in a two-part series on employment in the state university system. The first report in this series was entitled "State University Faculties Stuck on Tokenism in Kentucky." Sections examine: tokenism in non-faculty jobs at state universities; blacks in executive jobs; blacks in technical and professional jobs; black percentage decline at white universities; high-paying jobs and faculty tokenism; women in the job market; and the effort of institutions to improve their employment policies for blacks. Tables provide information on numbers and percentages of blacks hired in various positions and employment figures on females hired in various positions. Appendices cover employees, by sex, race/ethnicity (1975 and 1977); and new hirees for 1977 for the following positions: executive, administrative and managerial; professional non-faculty; technical and paraprofessional; secretarial and clerical; skilled craft; service and maintenance. Among the many conclusions drawn are the following: employment data show remnants of the dual system of higher education once legally sanctioned in Kentucky; Kentucky State employed 68 of the 143 black faculty in the state university system; and blacks at the predominantly white institutions suffered a 0.6 percent drop in their share of jobs from 1975 to 1977. (IC)

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BLACK SHARE OF NON-FACULTY JOBS DOWN AT MOST STATE UNIVERSITIES--UP AT KENTUCKY STATE

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H I G H L I G H T S

1. The overall black share of non-faculty jobs dropped from 11.9 percent in 1975 to 11.3 percent in 1977 at the predominantly white universities.

2. Statewide, blacks held 6.4 percent of the executive positions and 3.8 percent of the professional positions in contrast to 29.2 percent of the maintenance positions. At the formerly white institutions blacks held 3.4 percent of the executive positions and 2.4 percent of the professional positions.

3. Kentucky State employed 68 of the 143 black faculty employed in the state university system, 57 of the 116 black executives, and 32 of the 83 black professional workers in 1977.

4. No blacks were employed in executive positions in 1975 and 1977 at Morehead and Northern, while Eastern and Murray had one each--one percent or less--for each year.

5. Out of 62 newly hired executives in the state system, one was black (1.6 percent), 14 of the 345 newly hired professional workers were black (4.1 percent) and 32 of the 125 new technical workers were black (25.6 percent)in 1977.

6. Morehead, Murray and Northern each employed only one black among a combined total of 232 professional non-faculty staff.

7. Most state universities hired blacks to fill maintenance positions and secretarial positions in 1977. Of the six universities with executive new hires, only Western employed a black in an executive position.

8. While every university had at least one black among professional jobs, four had fewer than two percent black employees--Morehead, Murray, Northern and University of Kentucky. Eastern had three percent black professionals, University of Louisville four percent, Western and Community Colleges had six percent, while Kentucky State had 58 percent blacks among professional workers.

9. The number of female executives in the state system doubled between 1975 and 1977 and the female proportion increased from 18.8 percent to 26.7 percent. At no job level was there a significant decrease in the percentage of female employment between 1975 and 1977.

10. The female share of professional non-faculty jobs increased to over one-half of all professional employees, from 49.0 percent to 53.5 percent.

TABLE OF CONTENTS

HIGHLIGHTS ..... Inside Front Cover

PREFACE ii

STILL TOKENS AS NON-FACULTY AT STATE UNIVERSITIES 1

BLACKS GOT ONE OF 62 NEW EXECUTIVE JOBS 4

BLACKS MADE SOME GAINS IN TECHNICAL AND PROFESSIONAL JOBS ... 6

BLACK PERCENTAGE DECLINED AT WHITE UNIVERSITIES 6

WERE THE WORST REALLY TRYING? 7

HIGH PAYING JOBS REFLECT FACULTY TOKENISM 10

FEMALES FOUND JOBS 10

MANY NEW HIRES WERE WOMEN 12

CONCLUSIONS 16

TABLES

A Total Employees and Black Employees for Executive, Professional, Technical, Secretarial, Skilled Craft and Maintenance Positions, 1975 and 1977 2

B Number and Percentage of Blacks Among Total New Hires, 1977 5

C Total Employees and Black Employees for Faculty, Executive, Professional, Technical, Secretarial, Skilled Craft and Maintenance Positions for 1975 and 1977 8

D Comparison of Number and Percentage Black Faculty New Hires with Non-Faculty New Hires, 1977 11

E Total Employees and Female Employees for Executive, Professional, Technical, Secretarial, Skilled Craft and Maintenance Positions in 1975 and 1977 13

F Number and Percentage of Females Among Total New Hires, 1977 15

JUN 2 1980

TABLE OF CONTENTS (Cont.)

APPENDICES

A Executive, Administrative and Managerial Employees by Sex, Race/Ethnicity 1975 and 1977 New Hires for 1977 19

B Professional Non-faculty Employees by Sex, Race/Ethnkcity 1975 and 1977, New Hires for 1977 20

C Technical and Paraprofessional Employees by Sex, Race, Ethnicity 1975 and 1977, New Hires for 1977 21

D Secretarial and Clerical Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires for 1977 22

E Skilled Craft Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires 1977 23

F Service and Maintenance Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires 1977 24

PREFACE

This staff report is the second in a two-part series on employment in the State university system. Data reported to the Federal Equal Employmment Opportunity Commission on the six-page EEO-6 Report Form for April 1976 and February 1978 was supplied voluntarily to the Kentucky Commission on Human Rights and covers the 1975-76 and 1977-78 academic years. The first report in this series was entitled State University Faculties Stuck on Tokenism in Kentucky. In preparing this report the Commission staff learned that in some instances changes in job classification or reorganization caused significant changes in a university's work force because of reclassification rather than the addition of newly hired employees.

STILL TOKENS AS NON-FACULTY AT STATE UNIVERSITIES

Black representation was greatest in service-maintenance jobs and remained at token levels among non-faculty professional and executive positions at the predominantly white state universities in 1977.

The result is that most of the state universities that had blacks employed in token proportions on the faculty in 1977 also had token numbers of blacks employed in other high-skill, high-paying jobs.

Between 1975 and 1977 the percentage of non-faculty black employees increased from 59.6 percent to 64.3 percent at Kentucky State, while the percentage of black employees in the remainder of the state system declined from 11.9 percent to 11.3 percent.

Morehead, Murray and Northern had the worst overall records of employing blacks at all skill levels while Kentucky State had the highest proportions of blacks in most job categories. Among the remaining universities there were mixed results; some gains in black employment, some losses, but all showing wide gaps in black participation at some skill levels. Key points in the employment trends for 1975 and 1977 include:

- o No blacks were employed in executive positions in 1975 and 1977 at Morehead and Northern, while Eastern and Murray had one each--one percent or less--for each year.
- o Morehead, Murray and Northern each employed only one black among a combined total of 232 professional non-faculty staff.
- o At the predominantly white universities, blacks increased from 39 to 51 among professional non-faculty positions and from 1.9 percent to 2.4 percent.
- o At these same institutions blacks increased from 29 to 59 in the executive positions. This was a change from 2.3 percent to 3.4 percent.

TABLE A
Total Employees and Black Employees for Executive, Professional and Technical Positions, 1975 and 1977

		Executive			Professional			Technical		
		Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	1975	115	1	0.9	50	0	0.0	38	0	0.0
	1977	116	1	0.9	66	2	3.0	37	2	5.4
Morehead	1975	41	0	0.0	47	1	2.1	20	0	0.0
	1977	61	0	0.0	98	1	1.0	30	0	0.0
Murray	1975	94	1	1.1	50	1	2.0	19	0	0.0
	1977	101	1	1.0	70	1	1.4	29	1	3.4
Northern	1975	54	0	0.0	35	0	0.0	2	0	0.0
	1977	57	0	0.0	64	1	1.6	10	0	0.0
U of K	1975	454	12	2.7	1257	17	1.3	692	84	12.1
	1977	868	28	3.3	1115	16	1.4	733	90	12.2
Community Colleges	1975	74	0	0.0	24	0	0.0	10	1	10.0
	1977	89	3	3.3	15	1	6.7	17	1	5.9
U of L	1975	212	12	5.6	514	19	3.7	223	31	13.9
	1977	273	23	8.5	606	25	4.1	241	31	12.9
Western	1975	196	3	1.5	20	1	5.0	27	1	3.7
	1977	176	3	1.7	67	4	6.0	17	1	5.9
Subtotal	1975	1240	29	2.3	1997	39	1.9	1031	117	11.3
	1977	1741	59	3.4	2101	51	2.4	1114	126	11.3
Ky. State	1975	50	38	76.0	33	16	48.5	43	22	51.2
	1977	75	57	76.0	55	32	58.2	40	15	37.5
Total All Schools	1975	1290	67	5.2	2030	55	2.7	1074	139	12.9
	1977	1816	116	6.4	2156	83	3.8	1154	141	12.2

TABLE A (Cont.)
Total Employees and Black Employees for Secretarial, Skilled Craft and Maintenance Positions, 1975 and 1977

		Secretarial			Skilled Craft			Maintenance			Total		
		Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	1975	305	12	4.0	43	1	2.3	341	35	10.3	892	49	5.5
	1977	292	9	3.1	51	3	5.9	443	39	8.8	1005	56	5.6
Morehead	1975	156	0	0.0	53	0	0.0	235	1	0.4	552	2	0.4
	1977	163	0	0.0	32	0	0.0	363	0	0.0	747	1	0.1
Murray	1975	165	2	1.2	47	0	0.0	237	5	2.2	612	9	1.5
	1977	177	4	2.3	58	0	0.0	218	11	5.0	653	18	2.6
Northern	1975	99	0	0.0	15	1	6.6	56	3	5.4	261	4	1.5
	1977	99	0	0.0	11	0	0.0	110	5	4.5	351	6	1.7
U of K	1975	1864	152	8.2	375	36	9.6	1272	615	48.3	5884	916	15.6
	1977	1833	133	7.2	275	26	9.5	1429	602	42.1	6253	895	14.3
Community	1975	163	17	10.4	13	0	0.0	80	18	22.5	364	36	9.9
Colleges	1977	199	21	10.6	19	0	0.0	96	25	26.1	435	51	11.7
U of L	1975	713	89	12.5	67	5	7.5	320	160	50.0	2049	316	15.4
	1977	745	103	13.9	73	1	1.4	319	162	50.8	2257	345	15.3
Western	1975	277	12	4.4	82	1	1.2	252	18	7.2	854	36	4.2
	1977	295	8	2.7	170	12	7.0	226	25	11.1	951	53	5.6
Subtotal	1975	3742	284	7.6	695	44	6.3	2783	855	30.7	11488	1368	11.9
	1977	3803	278	7.3	689	42	6.1	3204	869	27.1	12652	1425	11.3
Ky. State	1975	68	30	44.1	16	10	62.5	55	42	76.4	265	158	59.6
	1977	114	56	49.1	12	6	50.0	122	103	84.5	418	269	64.3
Total All Schools	1975	3810	314	8.2	711	54	7.6	2838	897	31.6	11753	1526	13.0
	1977	3917	334	8.5	701	48	6.8	3326	972	29.2	13070	1694	13.0

- Statewide, blacks held 6.4 percent of the executive positions and 3.8 percent of the professional positions in contrast to 29.2 percent of the maintenance positions.

Even though the employment picture of blacks looked poor at Morehead, Murray and Northern, a look at the other state universities shows more blacks participating at more levels within the state universities. In contrast to token numbers of blacks among faculty, the University of Louisville showed steady progress toward increasing black employment in executive and professional positions.

Eastern, the Community College System, Northern and Western, while they still have a long way to go, had increased black employment among professional jobs. And, as with black faculty, Kentucky State stood as proof that a pool of experienced and qualified blacks existed at all skill levels in the state.

BLACKS GOT ONE OF 62 NEW EXECUTIVE JOBS

In the two year period covered by this report, black administrators received only a small number of the job vacancies filled in the manager and executive levels. In 1977-78, 62 executives were hired at state universities and only one, that's 1.6 percent, was black. Kentucky State, Morehead and Northern had no executive new hires at all.

At most universities, the percentage of blacks among new hires was below the 1977 percentage of black employment in most job levels. So in 1977 at least, the racial make-up of the newly hired staff contributed to the worsening black representation at some universities.

For professional non-faculty employment, few blacks got jobs as vacancies occurred in 1977. Only four of the seven universities had at least one black among professional non-faculty new hires though there were 345 jobs filled. At Kentucky State five of 11 new hires were black (45.5 percent), at Northern one of five new hires was black (20.0 percent), seven of 175 new hires at Louisville (4.3 percent) and one of seven (14.3 percent) at Western accounted for the 14 newly hired black professionals at the state universities.

The University of Kentucky hired no blacks among 130 newly hired professional employees, while Eastern employed four with no blacks, Morehead employed three with no blacks, Murray employed six with no blacks and the Community Colleges employed four with no blacks.

Blacks were hired at a higher rate among the lower skilled job classes.

Most state universities hired blacks to fill maintenance positions and secretarial positions in 1977. But, of the six

TABLE B
Number and Percentage of Blacks
Among Total New Hires, 1977

	Executive			Professional			Technical		
	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	11	0	0.0	4	0	0.0	1	0	0.0
Morehead	0	0	0.0	3	0	0.0	2	0	0.0
Murray	5	0	0.0	6	0	0.0	2	0	0.0
Northern	0	0	0.0	5	1	20.0	0	0	0.0
U of K	28	0	0.0	130	0	0.0	52	3	5.8
Community Colleges	5	0	0.0	4	0	0.0	2	0	0.0
U of L	10	0	0.0	175	7	4.0	14	0	0.0
Western	3	1	33.3	7	1	14.3	1	0	0.0
Subtotal	62	1	1.6	334	9	2.3	74	3	4.1
Ky. State	0	0	0.0	11	5	45.5	51	29	37.3
Total All Schools	62	1	1.6	345	14	4.1	125	32	25.6

	Secretarial			Skilled Craft			Maintenance			Total		
	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	38	3	7.9	4	0	0.0	30	0	0.0	88	3	3.4
Morehead	12	0	0.0	0	0	0.0	9	0	0.0	26	0	0.0
Murray	20	1	5.0	1	0	0.0	14	1	7.1	48	2	4.2
Northern	20	0	0.0	0	0	0.0	6	0	0.0	31	1	3.2
U of K	210	19	9.1	4	0	0.0	185	76	41.1	609	98	16.1
Community Colleges	18	2	11.1	0	0	0.0	13	1	7.7	42	3	7.1
U of L	64	14	21.9	6	0	0.0	33	12	36.4	302	33	11.6
Western	38	0	0.0	13	2	15.4	45	9	20.0	107	13	12.1
Subtotal	420	39	9.3	28	2	7.1	335	99	29.6	1253	153	12.2
Ky. State	11	2	18.2	1	0	0.0	2	2	100.0	76	38	50.0
Total All Schools	431	41	9.5	29	2	6.9	337	101	30.0	1329	191	14.4

universities with executive new hires, only Western employed a black in an executive position.

Kentucky State and the University of Kentucky were the only universities to have blacks among new hires in technical positions--and Kentucky State had 29 of the 32 new black technical workers in the state system though Kentucky actually filled one more technical position.

Of 609 new hires at the University of Kentucky in 1977, 98 were black (16.1 percent). But, of those 98 blacks, 76 were hired in maintenance (77.6 percent) and 19 were hired in secretarial (19.4 percent). The remaining three blacks were hired in technical (3.1 percent). Of the 214 University of Kentucky new hires in executive, professional, technical and skilled craft, three were black (1.4 percent).

BLACKS MADE SOME GAINS IN TECHNICAL AND PROFESSIONAL JOBS

The experience of some state universities shows that blacks were playing an increasingly important role among professional and technical employees. There was an increase in the number of black professionals at five of the former white state universities, Eastern from zero to two, from zero to one at Northern, the Community Colleges from zero to one, University of Louisville from 19 to 25 and Western from one to four. Kentucky State increased from 16 to 32.

While every university employed at least one black among professional non-faculty employees, four had fewer than two percent black employees--Morehead, Murray, Northern and University of Kentucky. Eastern had three percent black professionals, the University of Louisville four percent, Western and Community Colleges had six percent, while Kentucky State had 58 percent blacks among professional workers. Kentucky State employed 32 of the 83 black professional non-faculty workers in the state.

Black representation among technical employees showed less improvement between 1975 and 1977 with only three universities showing an increase in black technical workers. But blacks made up between five and 12 percent at six of the schools--Eastern, Kentucky State, Kentucky, the Community Colleges, Louisville and Western. Morehead and Northern had no black technical employees and Murray employed one among a total of 29 (3.4 percent).

BLACK PERCENTAGE DECLINED AT WHITE UNIVERSITIES

At the predominantly white institutions total non-faculty employment increased by 1,164. White gains numbered 1,107 while blacks increased by 57, a rate that brought blacks only 4.8

percent of the increase in jobs. This was significantly below the 1975 black employment rate of 11.9 percent and resulted in a drop in the overall black share of jobs from 11.9 percent in 1975 to 11.3 percent in 1977.

Black non-faculty employment increased at Kentucky State from 59.6 percent in 1975 to 64.3 percent in 1977. Of the 153 jobs gained, blacks received 111 (72.6 percent) but this barely offset white gains at the remaining institutions. Statewide non-faculty black employment remained at 13 percent from 1975 to 1977.

The fact that Kentucky State continued to employ the largest proportions of blacks in executive and professional positions shows that black job seekers still have their best chance at the second smallest school in the state system--Kentucky State.

Separating data for Kentucky State from the eight other universities and Community Colleges clarifies the under-utilization of blacks in the higher level jobs at the formerly all-white state schools.

Kentucky State employed 57 of the 116 (49.1 percent) black executives and 32 of the 83 (38.6 percent) black professional workers in the state system in 1977. Much of the increase in black employment in these categories throughout the state system was due to the increases at Kentucky State.

When employment figures are compared for the historically white state universities, blacks represent only 3.4 percent of the executives and 2.4 percent of the professional employees for 1977.

WERE THE WORST REALLY TRYING?

Several of the institutions showed a widening black employment gap between 1975 and 1977. The percentage of black non-faculty employees declined at the University of Kentucky from 15.6 percent to 14.3 percent, at U of L from 15.4 to 15.3 percent, and at Morehead from 0.4 percent to 0.1 percent.

Morehead, Murray and Northern had the worst records in the overall employment of blacks in 1977. Morehead hired no blacks among new hires in 1977, while Northern hired one and Murray hired two, and these universities showed the least amount of change of the schools in the state system between 1975 and 1977.

For Morehead, in both 1975 and 1977, there were no blacks among the executive, technical, secretarial, skilled craft or maintenance employees and only one black in the entire work force.

TABLE C
Total Employees and Black Employees for Faculty,
Executive, Professional and Technical Positions, 1975 and 1977

		Faculty			Executive			Professional			Technical		
		Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	1975	520	7	1.3	115	1	0.9	50	0	0.0	38	0	0.0
	1977	520	6	1.2	116	1	0.9	66	2	3.0	37	2	5.4
Morehead	1975	339	5	1.4	41	0	0.0	47	1	2.1	20	0	0.0
	1977	336	4	1.2	61	0	0.0	98	1	1.0	30	0	0.0
Murray	1975	339	1	0.3	94	1	1.1	50	1	2.0	19	0	0.0
	1977	427	14	3.3	101	1	1.0	70	1	1.4	29	1	3.4
Northern	1975	150	1	0.7	54	0	0.0	35	0	0.0	2	0	0.0
	1977	191	2	1.0	57	0	0.0	64	1	1.6	10	0	0.0
U of K	1975	1657	14	0.8	454	12	2.7	1257	17	1.3	692	84	12.1
	1977	1488	11	0.7	868	28	3.3	1115	16	1.4	733	90	12.2
Community	1975	447	10	2.2	74	0	0.0	24	0	0.0	10	1	10.0
Colleges	1977	514	14	2.7	89	3	3.3	15	1	6.7	17	1	5.9
U of L	1975	720	19	2.6	212	12	5.6	514	19	3.7	223	31	13.9
	1977	792	19	2.4	273	23	8.5	606	25	4.1	241	31	12.9
Western	1975	640	6	0.9	196	3	1.5	20	1	5.0	27	1	3.7
	1977	557	5	0.9	176	3	1.7	67	4	6.0	17	1	5.9
Subtotal	1975	4812	63	1.3	1240	29	2.3	1997	39	1.9	1031	117	11.3
	1977	4825	75	1.5	1741	59	3.4	2101	51	2.4	1114	126	11.3
Ky. State	1975	146	67	45.9	50	38	76.0	33	16	48.5	43	22	51.2
	1977	143	68	47.6	75	57	76.0	55	32	58.2	40	15	37.5
Total All Schools	1975	4958	130	2.6	1290	67	5.2	2030	55	2.7	1074	139	12.9
	1977	4968	143	2.9	1816	116	6.4	2156	83	3.8	1154	141	12.2

TABLE C (Cont.)
Total Employees and Black Employees for Secretarial,
Skilled Craft and Maintenance Positions, 1975 and 1977

		Secretarial			Skilled Craft			Maintenance			Total		
		Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	1975	305	12	4.0	43	1	2.3	341	35	10.3	1412	56	4.0
	1977	292	9	3.1	51	3	5.9	443	39	8.8	1525	62	4.1
Morehead	1975	156	0	0.0	53	0	0.0	235	1	0.4	891	7	0.8
	1977	163	0	0.0	32	0	0.0	363	0	0.0	1083	5	0.5
Murray	1975	165	2	1.2	47	0	0.0	237	5	2.2	951	10	1.1
	1977	177	4	2.3	58	0	0.0	218	11	5.0	1080	32	3.0
Northern	1975	99	0	0.0	15	1	6.6	56	3	5.4	411	5	1.2
	1977	99	0	0.0	11	0	0.0	110	5	4.5	542	8	1.5
U of K	1975	1864	152	8.2	375	36	9.6	1272	615	48.3	7571	930	12.3
	1977	1833	133	7.2	275	26	9.5	1429	602	42.1	7741	906	11.7
Community	1975	163	17	10.4	13	0	0.0	80	18	22.5	811	46	5.7
Colleges	1977	199	21	10.6	19	0	0.0	96	25	26.1	949	65	6.8
U of L	1975	713	89	12.5	67	5	7.5	320	160	50.0	2769	335	12.1
	1977	745	103	13.9	73	1	1.4	319	162	50.8	3049	364	11.9
Western	1975	277	12	4.4	82	1	1.2	252	18	7.2	1494	42	2.8
	1977	295	8	2.7	170	12	7.0	226	25	11.1	1508	58	3.8
Subtotal	1975	3742	284	7.6	695	44	6.3	2783	855	30.7	16300	1431	8.8
	1977	3803	278	7.3	689	42	6.1	3204	869	27.1	17477	1500	8.5
Ky. State	1975	68	30	44.1	16	10	62.5	55	42	76.4	411	225	54.7
	1977	114	56	49.1	12	6	50.0	122	103	84.5	561	337	60.1
Total All Schools	1975	3810	314	8.2	711	54	7.6	2838	897	31.6	16711	1656	10.1
	1977	3917	334	8.5	701	48	6.8	3326	972	29.2	18038	1837	10.2

In 1977, Murray employed one black each among executive, professional and technical employees and none among skilled craft workers.

Northern had no black executives, technical workers, secretaries or skilled craft workers in either 1975 or 1977.

HIGH PAYING JOBS REFLECT FACULTY TOKENISM

The faculty are the most visible employees at the state universities but black students were likely to see most black employees only in low skill jobs at any university but Kentucky State in 1977. Not only was there a pattern of tokenism for black employees at the predominantly white universities, but the contrast between Kentucky State and the remainder of the state university system indicates that the pattern established when segregation was required by law has not been erased.

A comparison of faculty and other employees shows that the pattern of tokenism and segregation among faculty is repeated among the other high paying jobs. Kentucky State employed 68 of the 143 black faculty employed in the state university system, 57 of the 116 black executives, and 32 of the 83 black professional workers.

When only the predominantly white universities are examined, the level of black representation among faculty, executive and professional workers was even lower. Among all the employees at the predominantly white universities, blacks held only 1.5 percent of faculty, 3.4 percent of the executive jobs and 2.4 percent of the professional non-faculty jobs.

A look at the black representation among new hires in 1977 illustrates that the employment picture for blacks did not improve at most state universities. Of the 485 faculty members that were hired statewide only 17 were black, or 3.5 percent. There was only one black employed among the 62 newly hired executives (1.6 percent) and only 14 blacks were employed among the 345 professional non-faculty employees hired (4.1 percent) during the 1977 academic year.

FEMALES FOUND JOBS

Higher proportions of newly hired women in most job levels showed a continuing increase in job utilization for women in the state university system. At no job level was there a significant decrease in the level of female employment between 1975 and 1977.

Women had the most gains among executive, professional and skilled craft positions, while female employment remained stable in technical, secretarial and maintenance jobs.

TABLE D
Comparison of Number and Percentage Black Faculty
New Hires with Non-faculty New Hires, 1977

	Faculty			Executive			Professional			Technical		
	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	55	1	1.8	11	0	0.0	4	0	0.0	1	0	0.0
Morehead	5	0	0.0	0	0	0.0	3	0	0.0	2	0	0.0
Murray	62	4	6.5	5	0	0.0	6	0	0.0	2	0	0.0
Northern	15	1	6.6	0	0	0.0	5	1	20.0	0	0	0.0
U of K	124	3	2.4	28	0	0.0	130	0	0.0	52	3	5.8
Community Colleges	74	1	1.3	5	0	0.0	4	0	0.0	2	0	0.0
U of L	71	2	2.6	10	0	0.0	175	7	4.0	14	0	0.0
Western	62	2	3.3	3	1	33.3	7	1	14.3	1	0	0.0
Subtotal	468	14	3.0	62	1	1.6	334	9	2.3	74	3	4.1
Ky. State	17	3	17.6	0	0	0.0	11	5	45.5	51	29	37.3
Total All Schools	485	17	3.5	62	1	1.6	345	14	4.1	125	32	25.6

	Secretarial			Skilled Craft			Maintenance			Total		
	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
Eastern	38	3	7.9	4	0	0.0	30	0	0.0	143	4	2.8
Morehead	12	0	0.0	0	0	0.0	9	0	0.0	31	0	0.0
Murray	20	1	5.0	1	0	0.0	14	1	7.1	110	6	5.5
Northern	20	0	0.0	0	0	0.0	6	0	0.0	46	2	4.3
U of K	210	19	9.1	4	0	0.0	185	76	41.1	733	101	13.8
Community Colleges	18	2	11.1	0	0	0.0	13	1	7.7	116	4	3.4
U of L	64	14	21.9	6	0	0.0	33	12	36.4	373	35	9.4
Western	38	0	0.0	13	2	15.4	45	9	20.0	169	15	8.9
Subtotal	420	39	9.3	28	2	7.1	335	99	29.6	1721	167	9.7
Ky. State	11	2	18.2	1	0	0.0	2	2	100.0	93	41	44.1
Total All Schools	431	41	9.5	29	2	6.9	337	101	30.0	1814	208	11.5

- The number of female executives in the state system doubled between 1975 and 1977 and the female proportion increased from 18.8 percent to 26.7 percent.

- The female share of professional non-faculty jobs increased to over one-half of all professional employees, from 49.0 percent to 53.5 percent.

- The number of female skilled craft workers increased from 11 to 42 and the proportion from 1.5 percent to 6.0 percent, but hiring at Western, which employed 36 females in skilled craft jobs, caused most of the increase.

- There was little change in the female share of other jobs between 1975 and 1977 when women had 25.9 percent of faculty positions, 53.8 percent of technical jobs, 96.6 percent of secretarial positions and 39.8 percent of maintenance jobs.

Of the eight institutions and the Community Colleges in the state university system, six had an increase in female executives between 1975 and 1977--Eastern from 17 to 18, Morehead from three to nine, Northern from five to eight, University of Kentucky from 111 to 292, the Community Colleges from 11 to 18 and Louisville from 24 to 97. Three universities had fewer female executives in 1977--Kentucky State, Murray and Western.

Increases in females among professional non-faculty personnel occurred at Kentucky State from 10 to 39, Kentucky from 710 to 714, Louisville from 160 to 214, Northern from 20 to 37 and Western from 13 to 38. Eastern, Morehead, Murray and the Community Colleges had fewer female professionals in 1977 than in 1975.

For the remaining job classes, Eastern, Kentucky State, Murray and Western had increases in female technical workers while there was little change at any university in the high proportion of female secretaries. Five universities--Eastern, Murray, Northern, the Community Colleges, Louisville and Western --had an increase in female maintenance employees.

MANY NEW HIRES WERE WOMEN

While more women were hired at the largest universities, women accounted for a substantial proportion of newly hired personnel at all levels and at all universities, with the exception of Murray. Murray was the only university where no women were hired as executives or professionals in 1977.

Women were among the newly hired executives at Eastern, Kentucky, the Community Colleges, Louisville and Western--where at least 20 percent of the new executives were women. And women made up at least 25 percent of newly hired professional non-

TABLE E

Total Employees and Female Employees for Executive, Professional and Technical Positions in 1975 and 1977

		Executive			Professional			Technical		
		Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
Eastern	1975	115	17	14.8	50	27	54.0	38	4	10.5
	1977	116	18	15.5	66	35	53.0	27	12	32.4
Ky. State	1975	50	34	68.0	33	10	30.3	43	8	18.6
	1977	75	17	22.7	55	39	70.9	40	24	60.0
Morehead	1975	41	3	7.3	47	24	51.1	20	7	35.0
	1977	61	9	14.8	98	48	49.0	30	9	30.0
Murray	1975	94	10	10.6	50	22	44.0	19	8	42.1
	1977	101	10	9.9	70	20	28.6	29	16	55.2
Northern	1975	54	5	9.3	35	20	57.1	2	2	100.0
	1977	57	8	14.0	64	37	57.8	10	3	30.0
U of K	1975	454	111	24.4	1257	710	56.5	692	382	55.2
	1977	868	292	33.6	1115	714	64.0	733	384	52.4
Community Colleges	1975	74	11	14.9	24	9	37.5	10	6	60.0
	1977	89	18	20.2	15	8	53.3	17	6	35.3
U of L	1975	212	24	11.3	514	160	31.1	223	148	66.4
	1977	273	97	35.5	606	214	35.3	241	154	63.9
Western	1975	196	27	13.8	20	13	65.1	27	15	55.6
	1977	176	16	9.1	67	38	56.7	17	13	76.5
Total	1975	1290	242	18.8	2030	995	49.0	1074	580	54.0
	1977	1816	485	26.7	2156	1153	53.5	1154	621	53.8

TABLE E (Cont.)
Total Employees and Female Employees for Secretarial,
Skilled Craft and Maintenance Positions in 1975 and 1977

		Secretarial			Skilled Craft			Maintenance			Total		
		Total	Female	% Female	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
Eastern	1975	305	299	98.0	43	0	0.0	341	140	41.1	892	487	54.6
	1977	292	288	98.6	51	2	3.9	443	197	44.5	1005	552	54.9
Ky. State	1975	68	68	100.0	16	1	6.3	55	49	89.1	265	170	64.2
	1977	114	113	99.1	12	1	8.3	122	14	11.5	418	208	49.8
Morehead	1975	156	149	95.5	53	0	0.0	235	110	46.8	552	293	53.1
	1977	163	161	98.8	32	1	3.1	363	169	46.6	747	397	53.1
Murray	1975	165	164	99.4	47	0	0.0	227	77	33.9	612	204	33.3
	1977	177	176	99.4	58	0	0.0	218	91	41.7	653	313	47.9
Northern	1975	99	96	97.0	15	0	0.0	56	7	12.5	261	133	51.0
	1977	99	98	99.0	11	0	0.0	110	29	26.4	351	175	49.9
U of K	1975	1864	1776	95.3	375	3	0.8	1272	505	39.7	5884	3487	59.3
	1977	1833	1758	95.9	275	2	0.7	1429	556	38.9	6253	3706	59.3
Community Colleges	1975	163	160	98.2	13	0	0.0	80	18	22.5	364	204	56.0
	1977	199	198	99.5	19	0	0.0	96	25	26.0	435	255	58.6
U of L	1975	713	667	93.5	67	0	0.0	320	110	34.4	2049	1109	54.1
	1977	745	705	94.6	73	0	0.0	319	113	35.4	2257	1283	56.8
Western	1975	277	273	98.6	82	7	8.5	252	128	50.8	854	463	54.2
	1977	295	285	96.6	170	36	21.2	226	130	57.5	951	518	54.5
Total	1975	3810	3652	95.8	711	11	1.5	2838	1144	40.3	11753	6624	56.4
	1977	3917	3782	96.6	701	42	6.0	3326	1324	39.8	13070	7407	56.7

TABLE F
Number and Percentage of Females
Among Total New Hires, 1977

	Faculty			Executive			Professional			Technical		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
Eastern	55	34	61.8	11	3	27.3	4	1	25.0	1	0	0.0
Ky. State	17	3	17.6	0	0	0.0	11	4	36.4	51	39	76.5
Morehead	5	3	60.0	0	0	0.0	3	3	100.0	2	2	100.0
Murray	62	17	27.4	5	0	0.0	6	0	0.0	2	2	0.0
Northern	15	3	20.0	0	0	0.0	5	3	60.0	0	0	0.0
U of K	124	37	28.2	28	13	46.4	130	105	80.8	52	34	65.4
Community Colleges	74	40	54.1	5	1	20.0	4	3	75.0	2	0	0.0
U of L	71	14	19.7	10	2	20.0	175	54	30.9	14	11	78.6
Western	62	28	45.2	3	1	33.3	7	6	85.7	1	0	0.0
Total	485	179	36.9	62	20	32.3	345	179	51.9	125	88	70.4

	Secretarial			Skilled Craft			Maintenance			Total		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
Eastern	38	37	97.4	4	0	0.0	30	18	60.0	143	93	65.0
Ky. State	11	11	100.0	1	0	0.0	2	2	100.0	93	59	63.4
Morehead	12	11	91.7	0	0	0.0	9	3	33.3	31	22	70.9
Murray	20	20	100.0	1	0	0.0	14	7	50.0	110	46	41.8
Northern	20	20	100.0	0	0	0.0	6	2	33.3	46	28	60.9
U of K	210	201	95.7	4	0	0.0	185	80	43.2	733	470	64.1
Community Colleges	18	18	100.0	0	0	0.0	13	3	23.1	116	65	56.0
U of L	64	59	92.2	6	0	0.0	33	5	15.2	373	145	38.9
Western	38	36	94.7	13	3	23.1	45	23	51.1	169	97	57.4
Total	431	413	95.8	29	3	10.3	337	143	42.4	1814	1025	56.5

faculty at every university but Murray, where no women were hired. A majority of newly hired professionals were women at five of the institutions: Morehead, with all female new hires, three of three, Northern with three of five, Kentucky with 105 of 130, the Community Colleges with three of four and Western with six of seven.

Statewide, 70 percent of the technical jobs went to women but only four universities hired women in technical positions in 1977--Kentucky State with 39 of 51, Morehead with two out of two, Kentucky with 34 of 52 and Louisville with 11 of 14. For secretarial jobs, women accounted for over 90 percent of the new hires at every university.

Western was the only university where women held more than a token proportion of the skilled craft positions with 21 percent in 1977. And Western was the only university to hire women among skilled craft workers in 1977.

For maintenance workers, every university hired women in 1977 in proportions ranging from 15 percent at Louisville to 100 percent at Kentucky State. Females accounted for five of 33 new hires at Louisville, three of 13 at the Community Colleges, three of nine at Morehead, two of six at Northern, 80 of 185 at Kentucky, seven of 14 at Murray, 23 of 45 at Western, 18 of 30 at Eastern and two of two at Kentucky State.

CONCLUSIONS

The employment data included in this report clearly shows the remnants of the dual system of higher education that was once sanctioned by "Jim Crow" laws in Kentucky. While the pattern of exclusion and segregation has largely disappeared among the low-skill, low-pay jobs, the small numbers of blacks employed in the faculty, professional and executive jobs in 1977 indicates that blacks play an extremely limited role in the state university system, according to the latest available data.

On the basis of the "head-count" alone it is evident that as late as 1977, Kentucky State remained the major employer of black faculty, professionals and executives in the state university system. This best illustrates the vestiges of discrimination which are so apparent: blacks still have the most job access at Kentucky State, one of the smallest of the state supported universities.

Even with the high percentage of blacks employed by Kentucky State (64.3 percent), the total higher education system in Kentucky made no progress in the percentage of non-faculty black employment. In fact, blacks at the predominantly white institutions suffered a 0.6 percent drop in their share of jobs from 1975 to 1977.

It would be ironic and unjust if increases in black employment at Kentucky State occurred because blacks didn't receive equal access to job openings at the predominantly white universities which had severe deficiencies in black representation at one or more job levels.

Any discussion of minority employment in the universities must take into account black representation at the different job levels as well as black representation at the different university locations. It is fallacious to aggregate employment data for Kentucky State and the other universities and then claim an increase in the black share of employment in the state system. This tends to hide the fact that black representation increased at Kentucky State and declined at the remaining schools.

When all schools are grouped together, the proportion of black employees statewide remained constant at 13.0 percent from 1975 to 1977; but when only the predominantly white schools are grouped, the percentage of non-faculty black employees declined from 11.9 percent in 1975 to 11.3 percent in 1977.

Even if the state universities make a conscious effort to improve job access for black citizens, it will be a long time before the long term vestiges of past segregation are eliminated from the state university system. The low representation of blacks among faculty in general indicates that only a small number of blacks can attain the more prestigious faculty jobs such as committee chairpersons and department heads.

These are just two examples of the contrast that existed between Kentucky State and the rest of the state university system. There are many others too numerous and obvious to be fully listed in these conclusions. But hiding the obvious, or glossing over the apparent differences in the employment situations at Kentucky State and the predominantly white universities, will not begin to remedy the lack of job access for blacks.

What is needed is a renewed commitment to the long-term goals of achieving a university system in this state that acknowledges and utilizes the wealth of talent and variety that exists among the citizens of Kentucky.

The effort of desegregating employment in the state university system must begin at the predominantly white state universities for two reasons. In most cases, these are the larger institutions, they have more employees and greater job turnover and there are more chances to include blacks among new hires. Secondly, it is at the predominantly white universities where blacks were barred from employment by unconstitutional "Jim Crow" laws.

The first report in this series entitled State University Faculties Stuck on Tokenism in Kentucky cited the affirmative action plan employed by the state university system of Florida

which coordinated the recruiting efforts and hiring of all the universities in that state. The vacancy announcement system in Florida requires colleges and universities to list job openings in a weekly publication before filling any vacancy. The vacancy list is then circulated throughout the Florida university system, among traditionally black colleges and universities and to any other institutions requesting the list. This plan has proven effective because the universities and job seekers are better informed of job openings and have ample time to act when openings do occur.

Such a plan could assist the state universities of Kentucky in erasing the legacy of discrimination and segregation which continues among the more visible and influential jobs at the predominantly white state universities.

APPENDIX A

Executive, Administrative and Managerial Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires for 1977

			MALE						FEMALE					
				NON-HISPANIC ORIGIN						NON-HISPANIC ORIGIN				
		TOTAL (Sum of cols. B & H)	TOTAL (Sum of cols. C-G)	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols. I-M)	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	G	H	I	J	K	L	M
			85.2	84.3	0.9	0.0	0.0	0.0	14.8	14.8	0.0	0.0	0.0	0.0
Eastern	1975	115	98	97	1	0	0	0	17	17	0	0	0	0
			84.5	84.5	0.0	0.0	0.0	0.0	15.5	14.7	0.9	0.0	0.0	0.0
	1977	116	98	98	0	0	0	0	18	17	1	0	0	0
			72.7	72.7	0.0	0.0	0.0	0.0	27.3	27.3	0.0	0.0	0.0	0.0
New Hires	1977	11	8	8	0	0	0	0	3	3	0	0	0	0
			32.0	6.0	26.0	0.0	0.0	0.0	68.0	18.0	50.0	0.0	0.0	0.0
Kentucky State	1975	50	16	3	13	0	0	0	34	9	25	0	0	0
			77.3	22.7	54.17	0.0	0.0	0.0	22.7	1.3	21.3	0.0	0.0	0.0
	1977	75	58	17	41	0	0	0	17	1	16	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	0	0	0	0	0	0	0	0	0	0	0	0	0
			92.7	92.7	0.0	0.0	0.0	0.0	7.3	7.3	0.0	0.0	0.0	0.0
Morehead	1975	41	38	38	0	0	0	0	3	3	0	0	0	0
			85.2	85.2	0.0	0.0	0.0	0.0	14.8	14.8	0.0	0.0	0.0	0.0
	1977	61	52	52	0	0	0	0	9	9	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	0	0	0	0	0	0	0	0	0	0	0	0	0
			89.4	88.3	1.1	0.0	0.0	0.0	10.6	10.6	0.0	0.0	0.0	0.0
Murray	1975	94	84	83	1	0	0	0	10	10	0	0	0	0
			90.1	89.1	1.0	0.0	0.0	0.0	9.9	9.9	0.0	0.0	0.0	0.0
	1977	101	91	90	1	0	0	0	10	10	0	0	0	0
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	5	5	5	0	0	0	0	0	0	0	0	0	0
			90.7	90.7	0.0	0.0	0.0	0.0	9.3	9.3	0.0	0.0	0.0	0.0
Northern	1975	54	49	49	0	0	0	0	5	5	0	0	0	0
			86.0	84.2	0.0	0.0	1.8	0.0	14.0	14.0	0.0	0.0	0.0	0.0
	1977	57	49	48	0	0	1	0	8	8	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	0	0	0	0	0	0	0	0	0	0	0	0	0
			75.6	73.8	1.8	0.0	0.0	0.0	24.4	23.3	0.9	0.2	0.0	0.0
Univ. of Kentucky	1975	454	343	335	8	0	0	0	111	106	4	1	0	0
			66.4	63.9	2.2	0.1	0.1	0.0	33.6	32.5	1.0	0.0	0.1	0.0
	1977	868	576	555	19	1	1	0	292	282	9	0	1	0
			53.6	50.0	0.0	0.0	3.6	0.0	46.4	46.4	0.0	0.0	0.0	0.0
New Hires	1977	28	15	14	0	0	1	0	13	13	0	0	0	0
			85.1	85.1	0.0	0.0	0.0	0.0	14.9	14.9	0.0	0.0	0.0	0.0
Community Colleges	1975	74	63	63	0	0	0	0	11	11	0	0	0	0
			79.8	77.5	2.2	0.0	0.0	0.0	20.2	19.1	1.1	0.0	0.0	0.0
	1977	89	71	69	2	0	0	0	18	17	1	0	0	0
			80.0	8.0	0.0	0.0	0.0	0.0	20.0	20.0	0.0	0.0	0.0	0.0
New Hires	1977	5	4	4	0	0	0	0	1	1	0	0	0	0
			88.7	82.5	4.7	0.0	1.4	0.0	11.3	10.4	0.9	0.0	0.0	0.0
Univ. of Louisville	1975	212	188	175	10	0	3	0	24	22	2	0	0	0
			64.5	59.0	4.8	0.0	0.7	0.0	35.5	31.9	3.7	0.0	0.0	0.0
	1977	273	176	161	13	0	2	0	97	87	10	0	0	0
			80.0	80.0	0.0	0.0	0.0	0.0	20.0	20.0	0.0	0.0	0.0	0.0
New Hires	1977	10	8	8	0	0	0	0	2	2	0	0	0	0
			86.2	84.2	1.0	0.0	1.0	0.0	13.8	13.3	0.5	0.0	0.0	0.0
Western	1975	196	169	165	2	0	2	0	27	26	1	0	0	0
			90.9	88.1	1.7	0.0	0.0	1.1	9.1	9.1	0.0	0.0	0.0	0.0
	1977	176	160	155	3	0	0	2	16	16	0	0	0	0
			66.7	33.3	33.3	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0	0.0
New Hires	1977	3	2	1	1	0	0	0	1	1	0	0	0	0

APPENDIX B

Professional Non-faculty Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires for 1977

			TOTAL (Sum of cols. B & H) A	MALE						FEMALE					
				TOTAL (Sum of cols. C–G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER. INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols. I–M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER. INDIAN OR ALASKAN NATIVE M
					WHITE C	BLACK D					WHITE I	BLACK J			
				46.0	46.0	0.0	0.0	0.0	0.0	54.0	50.0	0.0	2.0	2.0	0.0
Eastern	1975	50		23	23	0	0	0	0	27	25	0	1	1	0
				47.0	45.5	1.5	0.0	0.0	0.0	53.0	48.5	1.5	0.0	3.0	0.0
	1977	66		31	30	1	0	0	0	35	32	1	0	2	0
				75.0	75.0	0.0	0.0	0.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0
New Hires	1977	4		3	3	0	0	0	0	1	1	0	0	0	0
				69.7	36.4	33.3	0.0	0.0	0.0	30.3	15.2	15.2	0.0	0.0	0.0
Kentucky State	1975	33		23	12	11	0	0	0	10	5	5	0	0	0
				29.1	10.9	16.4	0.0	1.8	0.0	70.9	29.1	41.8	0.0	0.0	0.0
	1977	55		16	6	9	0	1	0	39	16	23	0	0	0
				63.6	45.5	18.2	0.0	0.0	0.0	36.4	9.1	27.3	0.0	0.0	0.0
New Hires	1977	11		7	5	2	0	0	0	4	1	3	0	0	0
				48.9	46.8	2.1	0.0	0.0	0.0	51.1	51.1	0.0	0.0	0.0	0.0
Morehead	1975	47		23	22	1	0	0	0	24	24	0	0	0	0
				51.0	50.0	1.0	0.0	0.0	0.0	49.0	49.0	0.0	0.0	0.0	0.0
	1977	98		50	49	1	0	0	0	48	48	0	0	0	0
				0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
New Hires	1977	3		0	0	0	0	0	0	3	3	0	0	0	0
				56.0	54.0	2.0	0.0	0.0	0.0	44.0	44.0	0.0	0.0	0.0	0.0
Murray	1975	50		28	27	1	0	0	0	22	22	0	0	0	0
				71.4	68.6	0.0	0.0	2.9	0.0	28.6	27.1	1.4	0.0	0.0	0.0
	1977	70		50	48	0	0	2	0	20	19	1	0	0	0
				100.0		0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	6		6	5	0	0	1	0	0	0	0	0	0	0
				42.9	42.9	0.0	0.0	0.0	0.0	57.1	57.1	0.0	0.0	0.0	0.0
Northern	1975	35		15	15	0	0	0	0	20	20	0	0	0	0
				42.2	39.1	1.6	0.0	1.6	0.0	57.8	57.8	0.0	0.0	0.0	0.0
	1977	64		27	25	1	0	1	0	37	37	0	0	0	0
				40.0	40.0	0.0	0.0	0.0	0.0	60.0	40.0	20.0	0.0	0.0	0.0
New Hires	1977	5		2	2	0	0	0	0	3	2	1	0	0	0
				43.5	42.2	0.6	0.2	0.5	0.0	56.5	55.2	0.7	0.0	0.6	0.0
Univ. of Kentucky	1975	1257		547	531	8	2	6	0	710	694	9	0	7	0
				36.0	33.7	0.7	0.3	1.3	0.0	64.0	62.6	0.7	0.2	0.5	0.0
	1977	1115		401	376	8	3	14	0	714	698	8	2	6	0
				19.2	18.5	0.0	0.8	0.0	0.0	80.8	80.8	0.0	0.0	0.0	0.0
New Hires	1977	130		25	24	0	1	0	0	105	105	0	0	0	0
				62.5	62.5	0.0	0.0	0.0	0.0	37.5	37.5	0.0	0.0	0.0	0.0
Community Colleges	1975	24		15	15	0	0	0	0	9	9	0	0	0	0
				46.7	40.0	6.7	0.0	0.0	0.0	53.3	53.3	0.0	0.0	0.0	0.0
	1977	15		7	6	1	0	0	0	8	8	0	0	0	0
				25.0	25.0	0.0	0.0	0.0	0.0	75.0	75.0	0.0	0.0	0.0	0.0
New Hires	1977	4		1	1	0	0	0	0	3	3	0	0	0	0
				68.9	61.7	1.8	2.1	2.9	0.4	31.1	27.4	1.9	0.0	1.8	0.0
Univ. of Louisville	1975	514		354	317	9	11	15	2	160	141	10	0	9	0
				64.7	53.0	1.5	1.2	9.1	0.0	35.3	28.9	2.6	0.0	3.8	0.0
	1977	606		392	321	9	7	55	0	214	175	16	0	23	0
				69.1	52.6	1.1	0.0	15.4	0.0	30.9	22.9	2.9	0.0	5.1	0.0
New Hires	1977	175		121	92	2	0	27	0	54	40	5	0	9	0
				35.0	30.0	5.0	0.0	0.0	0.0	65.0	65.0	0.0	0.0	0.0	0.0
Western	1975	20		7	6	1	0	0	0	13	13	0	0	0	0
				43.3	40.3	1.5	1.5	0.0	0.0	56.7	52.2	4.5	0 0	0.0	0.0
	1977	67		29	27	1	1	0	0	38	35	3	0	0	0
				14.3	14.3	0.0	0.0	0.0	0.0	85.7	71.4	14.3	0.0	0.0	0.0
New Hires	1977	7		1	1	0	0	0	0	6	5	1	0	0	0

APPENDIX C

Technical and Paraprofessional Employees by Sex, Race, Ethnicity 1975 and 1977, New Hires for 1977

			MALE						FEMALE					
				NON-HISPANIC ORIGIN						NON-HISPANIC ORIGIN				
		TOTAL (Sum of cols. B, G, H)	TOTAL (Sum of cols. C-F)	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols. I-M)	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	G	H	I	J	K	L	M
			89.5	89.5	0.0	0.0	0.0	0.0	10.5	10.5	0.0	0.0	0.0	0.0
Eastern	1975	38	34	34	0	0	0	0	4	4	0	0	0	0
			67.6	62.2	5.4	0.0	0.0	0.0	32.4	29.7	0.0	2.7	0.0	0.0
	1977	37	25	23	2	0	0	0	12	11	0	1	0	0
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	1	1	1	0	0	0	0	0	0	0	0	0	0
			81.4	39.5	41.9	0.0	0.0	0.0	18.6	7.0	9.3	0.0	2.3	0.0
Kentucky State	1975	43	35	17	18	0	0	0	8	3	4	0	1	0
			40.0	25.0	15.0	0.0	0.0	0.0	60.0	37.5	22.5	0.0	0.0	0.0
	1977	40	16	10	6	0	0	0	24	15	9	0	0	0
			23.5	13.7	9.8	0.0	0.0	0.0	76.5	49.0	27.5	0.0	0.0	0.0
New Hires	1977	51*	12	7	5	0	0	0	39	25	14	0	0	0
			65.0	65.0	0.0	0.0	0.0	0.0	35.0	35.0	0.0	0.0	0.0	0.0
Morehead	1975	20	13	13	0	0	0	0	7	7	0	0	0	0
			70.0	70.0	0.0	0.0	0.0	0.0	30.0	30.0	0.0	0.0	0.0	0.0
	1977	30	21	21	0	0	0	0	9	9	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
New Hires	1977	2	0	0	0	0	0	0	2	2	0	0	0	0
			57.9	57.9	0.0	0.0	0.0	0.0	42.1	42.1	0.0	0.0	0.0	0.0
Murray	1975	19	11	11	0	0	0	0	8	8	0	0	0	0
			44.8	41.4	3.4	0.0	0.0	0.0	55.2	55.2	0.0	0.0	0.0	0.0
	1977	29	13	12	1	0	0	0	16	16	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
New Hires	1977	2	0	0	0	0	0	0	2	2	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
Northern	1975	2	0	0	0	0	0	0	2	2	0	0	0	0
			70.0	60.0	0.0	0.0	10.0	0.0	30.0	30.0	0.0	0.0	0.0	0.0
	1977	10	7	6	0	0	1	0	3	3	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	0	0	0	0	0	0	0	0	0	0	0	0	0
			44.8	41.0	3.0	0.0	0.7	0.0	55.2	43.6	9.1	0.0	2.5	0.0
Univ. of Kentucky	1975	692	310	284	21	0	5	0	382	302	63	0	17	0
			47.6	44.5	2.7	0.0	0.4	0.0	52.4	41.2	9.5	0.0	1.6	0.0
	1977	733	349	326	20	0	3	0	384	302	70	0	12	0
			34.6	34.6	0.0	0.0	0.0	0.0	65.4	57.7	5.8	0.0	1.9	0.0
New Hires	1977	52	18	18	0	0	0	0	34	30	3	0	1	0
			40.0	40.0	0.0	0.0	0.0	0.0	60.0	50.0	10.0	0.0	0.0	0.0
Community Colleges	1975	10	4	4	0	0	0	0	6	5	1	0	0	0
			64.7	58.8	5.9	0.0	0.0	0.0	35.3	35.3	0.0	0.0	0.0	0.0
	1977	17	11	10	1	0	0	0	6	6	0	0	0	0
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	2	2	2	0	0	0	0	0	0	0	0	0	0
			33.6	27.4	6.3	0.0	0.0	0.0	66.4	58.3	7.6	0.0	0.0	0.0
Univ. of Louisville	1975	223	75	61	14	0	0	0	148	130	17	0	0	0
			36.1	30.3	5.0	0.0	0.8	0.0	63.9	54.4	7.9	0.0	1.7	0.0
	1977	241	87	73	12	0	2	0	154	131	19	0	4	0
			21.4	14.3	0.0	0.0	7.1	0.0	78.6	78.6	0.0	0.0	0.0	0.0
New Hires	1977	14	3	2	0	0	1	0	11	11	0	0	0	0
			44.4	44.4	0.0	0.0	0.0	0.0	55.6	51.9	3.7	0.0	0.0	0.0
Western	1975	27	12	12	0	0	0	0	15	14	1	0	0	0
			23.5	23.5	0.0	0.0	0.0	0.0	76.5	70.6	5.9	0.0	0.0	0.0
	1977	17	4	4	0	0	0	0	13	12	1	0	0	0
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	1	1	1	0	0	0	0	0	0	0	0	0	0

*Includes some part time employees

APPENDIX D

Secretarial and Clerical Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires for 1977

			TOTAL (Sum of col. B & H)	MALE						FEMALE					
				TOTAL (Sum of col. C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of col. I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE
					WHITE	BLACK					WHITE	BLACK			
			A	B	C	D	E	F	G	H	I	J	K	L	M
				2.0	1.0	1.0	0.0	0.0	0.0	98.0	94.8	3.0	0.3	0.0	0.0
Eastern	1975	305		6	3	3	0	0	0	299	289	9	1	0	0
				1.4	1.4	0.0	0.0	0.0	0.0	98.6	95.2	3.1	0.0	0.3	0.0
	1977	292		4	4	0	0	0	0	288	278	4	0	1	0
				2.6	2.6	0.0	0.0	0.0	0.0	97.4	89.5	7.9	0.0	0.0	0.0
New Hires	1977	38		1	1	0	0	0	0	37	34	3	0	0	0
				0.9	0.0	0.9	0.0	0.0	0.0	99.1	50.0	48.2	0.9	0.0	0.0
Kentucky State	1975	68		0	0	0	0	0	0	68	38	30	0	0	0
				0.9	0.0	0.9	0.0	0.0	0.0	99.1	50.0	48.2	0.9	0.0	0.0
	1977	114		1	0	1	0	0	0	113	57	55	1	0	0
				0.0	0.0	0.0	0.0	0.0	0.0	100.0	81.8	18.2	0.0	0.0	0.0
New Hires	1977	11		0	0	0	0	0	0	11	9	2	0	0	0
				4.5	4.5	0.0	0.0	0.0	0.0	95.5	94.9	0.0	0.6	0.0	0.0
Morehead	1975	156		7	7	0	0	0	0	149	148	0	1	0	0
				1.2	1.2	0.0	0.0	0.0	0.0	98.8	98.8	0.0	0.0	0.0	0.0
	1977	163		2	2	0	0	0	0	161	161	0	0	0	0
				8.3	8.3	0.0	0.0	0.0	0.0	91.7	91.7	0.0	0.0	0.0	0.0
New Hires	1977	12		1	1	0	0	0	0	11	11	0	0	0	0
				0.6	0.6	0.0	0.0	0.0	0.0	99.4	97.6	1.2	0.0	0.6	0.0
Murray	1975	165		1	1	0	0	0	0	164	161	2	0	1	0
				0.6	0.6	0.0	0.0	0.0	0.0	99.4	97.2	2.3	0.0	0.0	0.0
	1977	177		1	1	0	0	0	0	176	172	4	0	0	0
				0.0	0.0	0.0	0.0	0.0	0.0	100.0	95.0	5.0	0.0	0.0	0.0
New Hires	1977	20		0	0	0	0	0	0	20	19	1	0	0	0
				3.0	3.0	0.0	0.0	0.0	0.0	97.0	97.0	0.0	0.0	0.0	0.0
Northern	1975	99		3	3	0	0	0	0	96	96	0	0	0	0
				1.0	1.0	0.0	0.0	0.0	0.0	99.0	99.0	0.0	0.0	0.0	0.0
	1977	99		1	1	0	0	0	0	98	98	0	0	0	0
				0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
New Hires	1977	20		0	0	0	0	0	0	20	20	0	0	0	0
				4.7	4.5	0.3	0.0	0.0	0.0	95.3	86.7	7.9	0.2	0.5	0.0
Univ. of Kentucky	1975	1864		88	83	5	0	0	0	1776	1617	147	3	9	0
				4.1	3.8	0.3	0.0	0.0	0.0	95.9	88.5	6.9	0.1	0.3	0.0
	1977	1833		75	69	6	0	0	0	1758	1623	127	2	6	0
				4.3	3.8	0.5	0.0	0.0	0.0	95.7	86.7	8.6	0.5	0.0	0.0
New Hires	1977	210		9	8	1	0	0	0	201	182	18	1	0	0
				1.8	1.8	0.0	0.0	0.0	0.0	98.2	87.7	10.4	0.0	0 0	0.0
Community Colleges	1975	163		3	3	0	0	0	0	160	143	17	0	0	0
				0.5	0.5	0.0	0.0	0.0	0.0	99.5	88.4	10.6	0.0	0.5	0.0
	1977	199		1	1	0	0	0	0	198	176	21	0	1	0
				0.0	0.0	0.0	0.0	0.0	0.0	100.0	88.9	11.1	0.0	0.0	0.0
New Hires	1977	18		0	0	0	0	0	0	18	16	2	0	0	0
				6.5	5.2	1.3	0.0	0.0	0.0	93.5	81.1	11.2	0.6	0.7	0.0
Univ. of Louisville	1975	713		46	37	9	0	0	0	667	578	80	4	5	0
				5.4	4.7	0.7	0.0	0.0	0.0	94.6	80.4	13.2	0.5	0.5	0.0
	1977	745		40	35	5	0	0	0	705	599	98	4	4 .	0
				7.8	7.8	0.0	0.0	0.0	0.0	92.2	70.3	21.9	0.0	0.0	0.0
New Hires	1977	64		5	5	0	0	0	0	59	45	14	0	0	0
				1.4	1.1	0.4	0.0	0.0	0.0	98.6	94.6	4.0	0.0	0.0	0.0
Western	1975	277		4	3	1	0	0	0	273	262	11	0	0	0
				3.4	3.1	0.3	0.0	0.0	0.0	96.6	94.2	2.4	0.0	0.0	0.0
	1977	295		10	9	1	0	0	0	285	278	7	0	0	0
				5.3	5.3	0.0	0.0	0.0	0.0	94.7	94.7	0.0	0.0	0.0	0.0
New Hires	1977	38		2	2	0	0	0	0	36	36	0	0	0	0

APPENDIX E

Skilled Craft Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires 1977

			TOTAL (Sum of cols. B & H)	MALE					FEMALE					
				TOTAL (Sum of cols. C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols. I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
					WHITE	BLACK					WHITE	BLACK			
			A	B	C	D	E	F	G	H	I	J	K	L	M
			100.0	97.7	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Eastern	1975	43	43	42	1	0	0	0	0	0	0	0	0	0	0
			96.1	90.2	5.9	0.0	0.0	0.0	0.0	3.9	3.9	0.0	0.0	0.0	0.0
	1977	51	49	46	3	0	0	0	0	2	2	0	0	0	0
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Hires	1977	4	4	4	0	0	0	0	0	0	0	0	0	0	0
			12.5	6.3	0.0	0.0	0.0	6.3	87.5	25.0	62.5	0.0	0.0	0.0	
Kentucky State	1975	16	2	1	0	0	0	1	14	4	10	0	0	0	
			100.0	41.7	50.0	0.0	0.0	8.3	0.0	0.0	0.0	0.0	0.0	0.0	
	1977	12	12	5	6	0	0	1	0	0	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
New Hires	1977	1	1	1	0	0	0	0	0	0	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Morehead	1975	53	53	53	0	0	0	0	0	0	0	0	0	0	0
			96.9	96.9	0.0	0.0	0.0	0.0	3.1	3.1	0.0	0.0	0.0	0.0	
	1977	32	31	31	0	0	0	0	1	1	0	0	0	0	
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
New Hires	1977	0	0	0	0	0	0	0	0	0	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Murray	1975	47	47	47	0	0	0	0	0	0	0	0	0	0	0
			98.3	98.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	1977	58	57	57	0	0	0	0	0	0	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
New Hires	1977	1	1	1	0	0	0	0	0	0	0	0	0	0	
			93.3	86.7	6.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Northern	1975	15	14	13	1	0	0	0	0	0	0	0	0	0	0
			100.0	90.9	0.0	0.0	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	1977	11	11	10	0	0	1	0	0	0	0	0	0	0	
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
New Hires	1977	0	0	0	0	0	0	0	0	0	0	0	0	0	
			99.2	89.6	9.6	0.0	0.0	0.0	0.8	0.8	0.0	0.0	0.0	0.0	
Univ. of Kentucky	1975	375	372	336	36	0	0	0	3	3	0	0	0	0	
			99.3	89.5	9.5	0.4	0.0	0.0	0.7	0.7	0.0	0.0	0.0	0.0	
	1977	275	273	246	26	1	0	0	2	2	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
New Hires	1977	4	4	4	0	0	0	0	0	0	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Community Colleges	1975	13	13	13	0	0	0	0	0	0	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	1977	19	19	19	0	0	0	0	0	0	0	0	0	0	
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
New Hires	1977	0	0	0	0	0	0	0	0	0	0	0	0	0	
			97.0	89.6	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Univ. of Louisville	1975	67	65	60	5	0	0	0	0	0	0	0	0	0	
			100.0	98.6	1.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	1977	73	73	72	1	0	0	0	0	0	0	0	0	0	
			100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
New Hires	1977	6	6	6	0	0	0	0	0	0	0	0	0	0	
			91.5	90.2	1.2	0.0	0.0	0.0	8.5	8.5	0.0	0.0	0.0	0.0	
Western	1975	82	75	74	1	0	0	0	7	7	0	0	0	0	
			78.9	74.7	4.1	0.0	0.0	0.0	21.2	18.2	2.9	0.0	0.0	0.0	
	1977	170	134	127	7	0	0	0	36	31	5	0	0	0	
			76.9	61.5	15.4	0.0	0.0	0.0	23.1	23.1	0.0	0.0	0.0	0.0	
New Hires	1977	13	10	8	2	0	0	0	3	3	0	0	0	0	

APPENDIX F

Service and Maintenance Employees by Sex, Race/Ethnicity 1975 and 1977, New Hires 1977

			TOTAL (Sum of cols. B & M)	MALE					FEMALE					
				TOTAL (Sum of cols. C - G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols. I - L)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER. INDIAN OR ALASKAN NATIVE
					WHITE	BLACK					WHITE	BLACK			
			A	B	C	D	E	F	G	M	I	J	K	L	M
			58.9	53.4	5.6	0.0	0.0	0.0	41.1	35.5	4.7	0.0	0.9	0.0
Eastern	1975	341	201	182	19	0	0	0	140	121	16	0	3	0
			55.5	51.7	3.8	0.0	0.0	0.0	44.5	39.3	5.0	0.0	0.2	0.0
	1977	443	246	229	17	0	0	0	197	174	22	0	1	0
			40.0	40.0	0.0	0.0	0.0	0.0	60.0	60.0	0.0	0.0	0.0	0.0
New Hires	1977	30	12	12	0	0	0	0	18	18	0	0	0	0
			10.9	1.8	9.1	0.0	0.0	0.0	89.1	16.4	67.3	3.6	1.8	0.0
Kentucky State	1975	55	6	1	5	0	0	0	49	9	37	2	1	0
			88.5	14.8	73.0	0.8	0.0	0.0	11.5	0.0	11.5	0.0	0.0	0.0
	1977	122	108	18	89	1	0	0	14	0	14	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0
New Hires	1977	2	0	0	0	0	0	0	2	0	2	0	0	0
			53.2	53.2	0.0	0.0	0.0	0.0	46.8	46.4	0.4	0.0	0.0	0.0
Morehead	1975	235	125	125	0	0	0	0	110	109	1	0	0	0
			53.4	53.4	0.0	0.0	0.0	0.0	46.6	46.6	0.0	0.0	0.0	0.0
	1977	363	194	194	0	0	0	0	169	169	0	0	0	0
			66.7	66.7	0.0	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0	0.0
New Hires	1977	9	6	6	0	0	0	0	3	3	0	0	0	0
			66.1	64.3	1.8	0.0	0.0	0.0	33.9	33.5	0.4	0.0	0.0	0.0
Murray	1975	227	150	146	4	0	0	0	77	76	1	0	0	0
			58.3	54.6	3.2	0.0	0.5	0.0	41.7	39.9	1.8	0.0	0.0	0.0
	1977	218	127	119	7	0	1	0	91	87	4	0	0	0
			50.0	50.0	0.0	0.0	0.0	0.0	50.0	42.9	7.1	0.0	0.0	0.0
New Hires	1977	14	7	7	0	0	0	0	7	6	1	0	0	0
			87.5	85.7	1.8	0.0	0.0	0.0	12.5	8.9	3.6	0.0	0.0	0.0
Northern	1975	56	49	48	1	0	0	0	7	5	2	0	0	0
			73.6	68.2	3.6	0.0	1.8	0.0	26.4	25.5	0.9	0.0	0.0	0.0
	1977	110	81	75	4	0	2	0	29	28	1	0	0	0
			66.7	50.0	0.0	0.0	16.7	0.0	33.3	33.3	0.0	0.0	0.0	0.0
New Hires	1977	6	4	3	0	0	1	0	2	2	0	0	0	0
			60.3	30.5	29.4	0.0	0.4	0.0	39.7	20.2	18.9	0.0	0.0	0.0
Univ. of Kentucky	1975	1272	767	388	374	0	5	0	505	257	241	0	7	0
			61.1	34.6	26.2	0.0	0.3	0.0	38.9	22.4	15.9	0.0	0.6	0.0
	1977	1429	873	494	375	0	4	0	556	320	227	0	9	0
			56.8	28.1	28.1	0.0	0.5	0.0	43.2	28.1	13.0	0.0	2.2	0.0
New Hires	1977	185	105	52	52	0	1	0	80	52	24	0	4	0
			77.5	65.0	12.5	0.0	0.0	0.0	22.5	12.5	10.0	0.0	0.0	0.0
Community Colleges	1975	80	62	52	10	0	0	0	18	10	8	0	0	0
			74.0	57.3	16.7	0.0	0.0	0.0	26.0	16.7	9.4	0.0	0.0	0.0
	1977	96	71	55	16	0	0	0	25	16	9	0	0	0
			76.9	69.2	7.7	0.0	0.0	0.0	23.1	23.1	0.0	0.0	0.0	0.0
New Hires	1977	13	10	9	1	0	0	0	3	3	0	0	0	0
			65.6	36.6	28.4	0.0	0.6	0.0	34.4	11.9	21.6	0.3	0.6	0.0
Univ. of Louisville	1975	320	210	117	91	0	0	0	110	38	69	1	2	0
			64.6	36.4	27.6	0.6	0.0	0.0	35.4	23.2	23.2	0.0	0.3	0.0
	1977	319	206	116	88	2	0	0	113	38	74	0	1	0
			84.8	48.5	36.4	0.0	0.0	0.0	15.2	15.2	0.0	0.0	0.0	0.0
New Hires	1977	33	28	16	12	0	0	0	5	5	0	0	0	0
			49.2	47.2	2.0	0.0	0.0	0.0	50.8	45.2	5.2	0.0	0.4	0.0
Western	1975	252	124	119	5	0	0	0	128	114	13	0	1	0
			42.5	38.5	4.0	0.0	0.0	0.0	57.5	49.6	7.1	0.4	0.4	0.0
	1977	226	96	87	9	0	0	0	130	112	16	1	1	0
			48.9	35.6	13.3	0.0	0.0	0.0	51.1	42.2	6.7	0.0	2.2	0.0
New Hires	1977	45	22	16	6	0	0	0	23	19	3	0	1	0

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

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